



मनस् – CENTER FOR MENTAL WELLNESS & COUNSELLING

# Am I an Empathic Manager?

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10 questions about your awareness and care for your team

**Dr. Priya Dubey Sharma**

Founder & Consulting Psychologist

Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years Experience



## Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma is an Applied, Organizational & Behavioural Psychologist with a PhD in Psychology and over 18 years of experience. As the Founder of Manas – Center for Mental Wellness & Counselling, she has guided thousands of individuals through anxiety, depression, relationship challenges, and life transitions.

Her approach combines evidence-based techniques with deep cultural understanding of the Indian lived experience.

“ Burnout is not a badge of honour. Your wellbeing is not optional. It is the foundation everything else stands on.

### THE STORY

#### Manas was not built in a boardroom.

It was built in a home, watching a father heal people for forty years. Dr. Rangnath Dubey – DHB, MBHCS, AVR – spent four decades believing that no ailment is ever purely physical. Every patient carried a story, and he always made time for that story.



Dr. Rangnath Dubey  
DHB · MBHCS · AVR

“I didn't decide to become a psychologist. I realised, quite late, that I had always been one – I just needed the training to do it properly.”

**18+**

Years of practice

**5,000+**

Lives touched

**5**

Intl memberships

**UN · SBI**

Institutional roles



## Am I an Empathic Manager?

This assessment helps you understand your level of empathic leadership. It's designed for Indian managers to reflect on their team interactions.

### Assessment Questions

Answer yes or no to each question. Focus on your experience over the past 2 weeks.

- Do you often notice when a team member seems unusually quiet or distressed?
- Can you initiate a caring conversation with a team member without feeling awkward?
- Do you consciously avoid showing favouritism towards any team member?
- Are you generous in giving credit to your team members for their contributions?
- Do you actively shield your team from unreasonable demands or pressures?
- Do you check in with your team members about their well-being beyond just work tasks?
- Do you foster an environment where team members feel safe to voice their concerns or ideas?
- Do you manage your own stress effectively so it doesn't negatively impact your team?
- Do you readily acknowledge your own mistakes to your team?
- Do team members feel comfortable approaching you with their personal or professional problems?

**Score:** Count the number of 'Yes' answers to determine your score.



## Your Results

Find your score range below. Remember — this is a starting point, not a diagnosis.

### SCORE: 0-3

#### Needs Attention

Your score suggests there are significant opportunities to develop your empathic leadership. Focusing on these areas can greatly improve team dynamics.

### SCORE: 4-6

#### Developing

You show some strengths in empathic leadership but there is room for growth. Consider exploring ways to strengthen these skills further for better team connection.

### SCORE: 7-8

#### Mostly Empathic

You demonstrate a good level of empathic leadership. Your team likely feels supported and understood.

### SCORE: 9-10

#### Highly Empathic

Your score indicates exceptional empathic leadership. You create a highly supportive and trusting environment for your team.

**Whatever your score: You took the time to check in with yourself. That takes courage.**

### DR. PRIYA'S TIP

After reflecting on your score, identify one specific action you can take to strengthen your connection with your team members this week. Consistent small efforts build trust over time.

[Book a Session with Dr. Priya](#)



## Personal Reflection

Take a few minutes. Write whatever comes to mind.

1. Which question was the most challenging to answer 'Yes' to, and why?

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2. What is one small step you can take this week to be more empathic towards your team?

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3. How can fostering empathy in your leadership style benefit your team's overall performance and morale?

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How are you feeling right now? Circle one:



Very difficult



A bit low



Okay



Feeling good



Very well

## Continue Your Journey

Recommended resources based on your results:

1

### Mindful Communication Workshop

Enhance your ability to communicate with clarity and empathy.

₹199

2

### Stress Management for Leaders

Learn techniques to manage workplace stress effectively.

₹99

3

### Building Trust in Teams

Discover strategies to foster a high-trust environment.

₹199

### TAKE A FULL ASSESSMENT

For a comprehensive, clinically validated evaluation, take the full assessment – plus 270+ validated tools – at [manas365.com/assessments](https://manas365.com/assessments)



### Audio Companion

Scan for a free 3-minute guided breathing exercise with Dr. Priya's voice.



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[manas365.com](https://manas365.com)



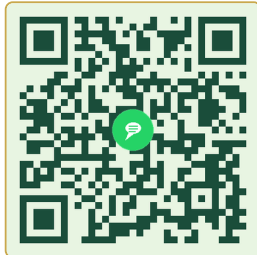
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**"You deserve a life that exists beyond your work performance. I hope this guide helps you begin to build it."**

— Dr. Priya Dubey Sharma

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**Disclaimer:** This resource has been prepared by Dr. Priya Dubey Sharma — Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling. This is a wellness education and self-help resource for educational purposes only. It does not constitute a clinical diagnosis, clinical assessment, or treatment recommendation for any mental health condition, and has no relevance or admissibility in any court of law, legal proceeding, or official dispute resolution process. It is not a substitute for professional psychological, medical, or legal advice. For personalised support, reach out to the Manas Team for guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. For queries: [priya@manas365.com](mailto:priya@manas365.com) | +91 99818 13224